

## Worksheet 7

## 3.3 The role of trade unions

1. Match the following economic terms and concepts with their correct descriptions.

A Closed shop

B Collective bargaining

C Industrial dispute

D Arbitration

E Work to rule

F Single union agreement

G Trade union

H Official strike

An industrial action that involves workers deliberately reducing their productivity by complying rigidly with every rule and regulation

An agreement between an employer and a single trade union to represent all workers at a particular workplace. The arrangement saves time by negotiating with only one union and avoids disagreements arising between different unions

A disruptive action taken by a group of workers in a firm or industry who refuse to supply their labour to work and which has the backing of their trade union

An organization or association of workers representing employees in a particular workplace or industry with the aim of improving their pay and working conditions

A disagreement over a pay or employment issue between a trade union and an employer, or groups of employers, that often results in the trade union taking actions that disrupt production

The process of negotiating pay and working conditions between trade union representatives and employers

Trade union membership is made a compulsory condition for workers in an organization

Use of an independent referee to help trade union and employer representatives resolve an industrial dispute

2. For each of the following suggest an aim or objective a trade union might have for its members.

Wages and pensions

Skills and training

Health and safety  
at work

Redundancies

Annual leave entitlement

3. What type of trade union do you think best describes the following unions?

United Association of Plumbers and Pipefitters	.....
Botswana Housing Corporation Staff Union	.....
Communications Workers' Union	.....
Andorran Workers' Union	.....

Types of trade unions  
are:  
general union  
industrial union  
craft union  
non-manual union or  
professional association

4. List three possible advantages to a firm of a single union agreement in its workplaces.

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5. From the news report below identify three factors that give the trade union representing air traffic controllers increased bargaining strength in their dispute with the firms that own and operate airports.

Air traffic controllers are taking strike action this weekend in support of their claim for higher pay. The strike has the backing of their union representing over 90 per cent of all air traffic controllers in the country and over 1 million workers in many other key industries, such as the health service, public transport, and many schools. The strike has brought many airports to a standstill leaving many holidaymakers and business passengers stranded on one of the busiest weekends for air travel in the year.

i) .....

ii) .....

iii) .....